

County rewards employees who saved taxpayers money

For a fourth consecutive year, Miami-Dade County will be rewarding some of its employees for generating savings for county taxpayers! This year, eligible employees of the Corrections and Rehabilitations (C&R) Food Service Bureau, Park and Recreation Marinas and Water and Sewer Department received a "gainsharing" bonus as part of their Dec. 13 paychecks.

The amount of money each employee will receive is based on savings generated for the county and is prorated to reflect an employee's time involvement in the program.

Gainsharing programs have been developed in conjunction with the Efficiency and Competition Commission (ECC), which is chaired by Miami-Dade Commissioner Jimmy Morales, and the Board of County Commissioners. These programs greatly exceeded their respective savings targets for FY 2001-2002.

Corrections and Rehabilitation Food Service employees have been participating in the gainsharing program since FY 1998-1999.

For FY 2001-2002 this group yielded savings beyond the

private sector target in the amount of \$983,000. Under the terms of their agreement, the group will share 25 percent of the benchmark savings, which totals \$264,000. Fifty-six eligible full-time employees will be receiving gainsharing bonuses of \$4,878.

Park and Recreation Marinas employees produced \$767,783 of additional revenues. Under the term of their agreement, 44 eligible employees will share \$81,705 in amounts of up to \$4,000.

Water and Sewer Efficiency Program (Partnership Optimizing the WASD's Efficiency & Reengineering Program) employees worked together to yield savings of over \$3.5 million for FY 2001-2002. As a result, 2,248 employees will receive gainsharing bonuses ranging from \$141 to \$408.

A total of approximately \$889,800 was distributed on Dec. 13.

"This innovative program is yet another way we are encouraging employees to be proactive and creative," said County Manager Steve Shiver. "More than ever, we are listening to our frontline employees."